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WORKFORCE ANALYSIS

JANUARY 2002

Prepared by: Civil Rights Bureau

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WHY DO I WANT THIS DOCUMENT?

1. When filling a vacant position you must determine whether that position is under represented by minorities or females according to 1990 Census data.

2. All of the classifications are listed in alphabetical order by EEO Category.

3. Here is what to do next:

   a. locate the classification you plan to fill,

   b. follow the line across to the Under represented column, if there is a "yes" in that column your Personnel Specialist will make specific efforts to recruit qualified applicants in the category which is under represented. **This applies to EXTERNAL and internal management postings only.**

   c. If there is either the word "no" or no entry at all in the under represented column, you should refer to page 2 to determine whether the whole EEO category is under represented. If the whole category is under represented, your Personnel Specialist will take the same action outlined in the preceeding paragraph.

4. **Do minorities and females get special preference?** The order of preference is: Reduction In Force preference, Veterans Preference, Handicap Preference then affirmative action (AA) preference applies but **only on external postings or internal management postings**. In order for an AA preference to apply the white male applicant and the minority or female applicants must be among the top qualifiers in the selection process; there can be no more than 5 percentage points different in the score. In other words either of the applicants could do the job equally well - this is called substantially equally qualified (SEQ). For additional information on SEQ please contact Vicky Koch in the Civil Rights Bureau at 444-6335.

INDEX

UNDER REPRESENTED CHART 2001

PART 1: AGENCY WIDE

PART 2: BILLINGS DISTRICT

PART 3: BUTTE DISTRICT

PART 4: GLENDIVE DISTRICT

PART 5: GREAT FALLS DISTRICT

PART 6: MISSOULA DISTRICT

PART 7: DIRECTORS OFFICE

PART 8: ADMINISTRATION DIVISION

PART 9: AERONAUTICS DIVISION

PART 10: ENGINEERING DIVISION

PART 11: MAINTENANCE DIVISION

PART 12: MOTOR CARRIER SERVICES DIVISION

PART 13: TRANSPORTATION PLANNING DIVISION

Under – Represented 2002 Chart

UNDER REPRESENTATION 2002									
OCCUPATIONAL GROUP	MDT WORKFORCE			AVAILABLE WORKFORCE- 1993 CENSUS DATA		UNDER REPRESENTATION		NO. NEEDED FOR PARITY	
	TOTAL EMPLOYEES	TOTAL FEMALES	TOTAL MINORITY	FEMALE%	MINORITY%	FEMALE	MINORITY	FEMALE	MINORITY
OFFICIALS/ADMIN.	19	3	0	25.07%	5.76%	YES	YES	4	1
PROFESSIONAL	431	112	5	28.20%	2.42%	YES	YES	8	5
TECHNICIANS	597	168	22	35.85%	5.49%	YES	YES	42	8
PROTECTIVE SERVICE	76	10	5	44.20%	3.10%	YES	NO	23	0
OFFICE/CLERICAL	23	13	2	56.89%	6.57%	NO	NO	0	0
SKILL CRAFT	658	14	40	10.58%	7.17%	YES	YES	54	5
SERVICE/MAINTENANCE	37	3	1	35.05%	10.65%	YES	YES	9	2
TOTAL	1841	323	75						

1. The Minority column includes 1 females in Professional, 5 Females in Technicians, 1 Female in Protective Service, 2 Females in Clerical and 2 Female in Skilled Craft
2. The above is for Permanent and Seasonal Employees

AGENCY WIDE

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

AGENCY WIDE

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
DIR OF HWY	1	0	0	0	45.83%	19.44%	0.96%				0	0	0
CAREER EXEC ASSIGN	18	3	0	0	32.95%	2.38%	1.60%	YES	YES	YES	3	1	1
TOTAL CATEGORY A	**19**	**3**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTANT	14	7	0	0	54.66%	2.34%	1.65%	YES	YES	YES	1	1	1
ACCOUNTING/FS MGR	2	0	0	0	54.66%	2.34%	1.65%				0	1	0
ADMIN OFFICER	7	5	0	0	43.02%	9.20%	96 00%	NO	YES	YES	0	0	7
ADMIN SPEC	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
AIR COORD	1	0	0	0	0.00%	0.00%	0 00%				0	1	0
AIRCRAFT PILOT	1	0	0	0	3.16%	5 60%	0 00%				0	0	0
APP SYS PROG	15	7	0	0	35.31%	4.14%	1.85%	NO	YES	YES	0	1	1
ARCHIVIST	2	2	0	0	43.02%	9.20%	0.96%				0	0	0
ATTORNEY	6	1	0	0	16.48%	0.83%	2.29%	NO	YES	YES	0	1	1
AUDITOR	9	4	0	0	54.66%	2.34%	1.65%	YES	YES	YES	1	1	1
AUDIT MGR	1	0	0	0	54.66%	2.34%	1.65%				0	0	0
BUDGET ANALYST	5	0	0	0	52.14%	1.60%	0.53%	YES	YES	YES	3	1	1
BUREAU CHIEF	12	1	0	0	3.50%	2.66%	1.12%	NO	YES	YES	0	1	1
CAREER EXEC ASSIGN	3	0	0	0	53.89%	7.27%	1.24%				0	0	0
CDD SYS MN	1	0	0	0	2.73%	23.00%	0.00%				0	0	0
CHEMIST	2	1	0	0	18.40%	4.72%	2.83%				0	0	0
CIVIL ENG SPEC	110	14	0	0	2.55%	0.22%	0.89%	NO	YES	YES	0	1	1
COMPLIANCE SPEC	4	2	0	0	22.89%	3.78%	0.00%				0	0	0
COMPLIANCE TECH	1	0	0	0	22.89%	3 78%	0 00%				0	0	0
ENGINEERING MGR	53	1	0	1	2.55%	0 22%	0 89%	YES	YES	NO	0	1	0
ENGINEERING PROJ MGR	50	2	1	0	2.55%	0.22%	0 89%	NO	NO	YES	0	0	1
ENV PROGRAM MGR	2	0	0	0	32.95%	2 38%	1 60%				0	0	0
ENV IMPACT SPEC	7	1	0	0	28.10%	0 00%	1 87%	YES	NO	YES	1	0	1
FISCAL OFFICER	7	5	0	0	54 66%	2 34%	1 65%	NO	YES	YES	0	1	1
FISCAL TECH	1	0	0	0	0.00%	0 00%	0 00%				0	0	0
HUMAN RESOURCE MGR	1	1	0	0	0.00%	0.00%	0 00%				0	0	0
HUMAN RESOURCE SPEC	10	10	1	0	53.89%	7 27%	1 24%	NO	NO	YES	0	0	1
INFORMATION SPEC	5	4	0	0	25.42%	1 17%	0.00%	NO	YES	NO	0	1	0
INFO SYS SUPPORT SPEC	17	8	0	0	35.31%	4 14%	1 85%	NO	YES	YES	0	1	1
IT MGR	4	1	0	0	31.34%	5 70%	1 71%				0	0	0
IT SUPV	0	0	0	0	0 78%	7 75%	0 23%				0	0	0
MANAGEMENT ANALYST	2	0	0	0	0.00%	0 00%	0 00%				0	0	0
PHOTOGRAPHER	1	0	0	0	40.71%	5 19%	7 65%				0	0	0

CATEGORY B CONTINUED ON NEXT PAGE

CATEGORY B CONTINUED

PLANNER	17	6	0	0	55.77%	13.46%	0.00%	YES	YES	NO	3	2	0
PLANNING MGR	4	2	0	0	55.77%	13.46%	0.00%				0	0	0
PROGRAM SPEC *	16	10	0	0	81.51%	4.05%	2.11%	YES	YES	YES	3	1	1
PUBLIC INFO OFFICER	2	1	0	0	25.42%	1.17%	0.00%				0	0	0
PURCH/SUP AGENT	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
RECLAMATION SPEC	1	0	0	0	28.10%	0.00%	1.87%				0	0	0
REGULATORY PGM MGR***	1	1	0	0	22.88%	3.78%	0.00%				0	0	0
REGULATORY PGM MGR****	2	1	0	0	41.33%	11.56%	0.00%				0	0	0
RESEARCH SPEC	2	1	0	0	37.10%	1.08%	0.00%				0	0	0
RESEARCH TECH	1	1	0	0	37.10%	1.08%	0.00%				0	0	0
RIGHT/WAY MGR	2	1	0	0	39.83%	0.00%	0.42%				0	0	0
STRUCTURAL ENG SPEC	12	2	1	0	2.73%	0.23%	0.23%	NO	NO	YES	0	0	1
SOL/HAZ WST SPEC	4	2	1	0	28.10%	0.00%	1.87%				0	0	0
TEL SYS SPEC	1	0	0	0	0.78%	7.75%	0.23%				0	0	0
TEL SYS SPEC SUPV.	1	0	0	0	78.00%	7.75%	0.23%				0	0	0
TRAFFIC ENG	0	0	0	0	2.73%	0.23%	0.00%				0	0	0
TRAINING/DEV OFFICER	1	1	0	0	53.89%	7.27%	1.24%				0	0	0
TRAINING & DEV SPEC	6	4	0	0	53.89%	7.27%	1.24%	NO	YES	YES	0	1	1
TOTAL CATEGORY B	**431**	**112**	**4**	**1**									

NOTE: INCLUDES 1 FEMALE NATIVE AMERICAN
NOTE: *INCLUDES CLASS CODES 187514 & 187515 **INCLUDES CLASS CODES 187516 & 187517
NOTE: ***INCLUDES CLASS CODE 168926 ****INCLUDES CLASS CODE 168927

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH *	22	20	0	0	91.37%	2.89%	1.55%	YES	YES	YES	0	1	1
ADMIN SUPPORT ***	42	29	2	1	95.04%	6.55%	2.38%	YES	YES	NO	11	1	0
REVIEW APPRAISER	1	0	0	0	39.83%	0.00%	0.42%				0	0	0
COLLECTION TECH	1	0	0	0	54.66%	2.34%	1.65%				0	0	0
COMP OPER	1	1	0	0	77.80%	3.85%	0.42%				0	0	0
CONTRACT SPEC	5	0	0	0	38.58%	4.14%	3.13%	YES	YES	YES	2	1	1
DESIGN TECH	9	3	0	0	14.10%	3.74%	0.00%	NO	YES	NO	0	1	0
DESIGNER	57	12	1	0	14.10%	3.74%	0.00%	NO	YES	NO	0	1	0
DESIGN SUPV	14	1	1	0	14.10%	3.74%	0.00%	YES	NO	NO	1	0	0
ELECTRONIC EQUIP SPEC	8	0	0	0	16.64%	0.92%	3.04%	YES	YES	YES	1	1	1
ELECTRONIC EQUIP TECH	6	0	0	0	16.64%	0.92%	3.04%	YES	YES	YES	1	1	1
ENGR AIDE	78	23	5	0	34.63%	3.04%	0.68%	YES	NO	YES	4	0	1
ENGNRING OFFICERS	23	7	0	0	2.73%	0.23%	0.00%	NO	YES	YES	0	1	0
ENGNRING TECH	146	8	6	1	0.00%	0.00%	0.00%	NO	NO	NO	0	0	0
GRAPHICS DESIGN SPEC	0	0	0	0	40.71%	5.19%	7.65%				0	0	0

CATEGORY C CONTINUED ON NEXT PAGE

CATEGORY C CONTINUED

HUMAN RESOURCE TECH	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
MCS SCALE INSPECTOR	1	0	0	0	22.88%	3.78%	0.00%				0	0	0
INFO SYS SUPP TECH	4	2	0	0	39.27%	2.58%	1.99%				0	0	0
LAND SURVEYOR	12	0	0	0	26.25%	0.00%	0.00%	YES	NO	NO	3	0	0
LIC/CERT/PERMIT CLERK	13	11	1	0	86.72%	0.00%	0.00%	YES	NO	NO	0	0	0
MAT'LS LAB AIDE	13	3	0	0	34.63%	3.04%	0.68%	YES	YES	YES	2	1	1
MAT'LS LAB SPEC	26	1	0	0	34.63%	3.04%	0.68%	YES	YES	YES	8	1	1
MAT'LS LAB TECH	23	2	0	0	34.63%	3.04%	0.68%	YES	YES	YES	6	1	1
PAY BENEFIT TECHN.	15	14	1	0	90.73%	0.97%	0.00%	NO	NO	NO	0	0	0
PHTGRMMTRC TECH	1	0	0	0	11.64%	9.76%	2.23%				0	0	0
PHTGRAMETRIST	3	0	0	1	11.64%	9.76%	2.23%				0	0	0
PLANNING TECH	10	3	1	0	34.63%	3.04%	0.68%	YES	NO	YES	0	0	1
PROG TECH	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
PROJECT CTRL TECH	1	0	0	0	52.14%	1.60%	0.53%				0	0	0
PURCH/SUPPLY TECH	3	5	0	0	39.83%	0.00%	0.42%				0	0	0
PURCH/SUPPLY SPEC	3	1	0	0	39.83%	0.00%	0.42%				0	0	0
RESEARCH AIDE	0	0	0	0	38.58%	4.14%	3.13%				0	0	0
RIGHT/WAY AGENT	28	11	1	0	39.83%	0.00%	0.42%	YES	NO	YES	0	0	1
RIGHT/WAY SUPV	8	3	0	0	39.83%	0.00%	0.42%	YES	NO	YES	0	0	1
ROAD PLANS CHECKER	0	0	0	0	44.36%	10.15%	4.14%				0	0	0
STATISTICIAN	4	2	0	0	0.00%	0.00%	0.00%				0	0	0
TRAFFIC TECH	4	0	0	0	34.63%	3.04%	0.68%				0	0	0
UTILITY AGENT	10	4	0	0	34.63%	3.04%	0.68%	NO	YES	YES	0	1	1
UTILITY TECH	0	0	0	0	34.63%	3.04%	0.68%				0	0	0
TOTAL CATEGORY C	**597**	**168**	**19**	**3**									

NOTE *INCLUDES CLASS CODES 160502 THROUGH 160504 **INCLUDES CLASS CODE160502 ***INCLUDES CLASS CODES 249503 THROUGH 249504
NOTE. INCLUDES 5 NATIVE AMERICAN FEMALES

EEO CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
MCS ENFORCE OFFCR	76	10	3	2	44.93%	2.90%	0.00%	YES	NO	NO	24	0	0
TOTAL CATEGORY D	**76**	**10**	**3**	**2**									

NOTE: INCLUDES 1 OTHER MINORITY FEMALE

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT **	10	9	0	2	98.70%	5.16%	1.56%	YES	YES	NO	1	1	0
MAIL CLERK	2	1	0	0	71.90%	1.81%	4.83%				0	0	0
STOCKPERSON	11	3	0	0	36.57%	2.75%	3.04%	YES	YES	YES	1	1	1
TOTAL CATEGORY F	**23**	**13**	**0**	**2**									

NOTE INCLUDES 2 OTHER MINORITY FEMALE
*INCLUDES CLASS CODE 160502 INCLUDES CLASS CODE 249502

EEO 4 CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE				AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO. NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
AIRPLANE MECHANIC	1	0	0	0	4.42%	1.77%	0.00%				0	0	0
BUREAU CHIEF*	17	0	1	1	1.50%	2.66%	1.12%	YES	NO	NO	1	0	0
DRILL OPERATOR TK**	9	0	0	0	1.73%	13.01%	0.58%	YES	YES	YES	1	1	1
DUP PRESS OPER	0	0	0	0	22.95%	3.02%	0.00%				0	0	0
FIELD MAINT SUPV A	92	2	7	1	0.00%	0 00%	23 53%	NO	NO	YES	0	0	21
FIELD MAINT SUPV B	27	0	2	0	0.00%	0 00%	23 53%	NO	NO	YES	0	0	6
MACHINIST/MECHANIC	60	0	2	2	1.49%	2.41%	1.49%	YES	NO	NO	1	0	0
MAINTENANCE CARPENTER	10	0	0	0	2.51%	7.23%	1.76%	YES	YES	YES	1	1	1
MAINTENANCE SUPV.	23	0	0	0	0.00%	0.00%	23.53%	NO	NO	YES	0	0	5
MAINTENANCE TECH I	127	6	6	1	7.34%	2.97%	1 51%	YES	NO	YES	3	0	1
MAINTENANCE TECH II	125	3	7	0	7.34%	2.97%	1.51%	YES	NO	YES	6	0	2
MAINTENANCE TECH III	130	3	6	0	4.19%	3.09%	0.00%	YES	NO	NO	2	0	0
PAINTER	1	0	0	0	17.98%	8.24%	0 60%				0	0	0
PAINTER FOREMAN	4	0	0	0	17.98%	8.24%	0.60%				0	0	0
SIGN SHOP FOREMAN	1	0	0	0	19.56%	5.67%	2.20%				0	0	0
STRIPING FOREMAN	5	0	1	0	0.00%	0 00%	23 53%	NO	NO	YES	0	0	1
STRIPING MACHINE OPR/DRVR	11	0	2	0	0.38%	4 18%	4.56%	YES	NO	YES	1	0	1
UTILITY WORKER	2	0	0	0	15.20%	7.56%	4.16%				0	0	0
WORKING SHOP FOREMAN	13	0	1	0	3.50%	2.66%	1 12%	YES	NO	YES	1	0	1
TOTAL CATEGORY G	**658**	**14**	**35**	**5**									

NOTE INCLUDES TWO FEMALE NATIVE AMERICANS
NOTE * INCLUDES CLASS CODES 188605 ** CLASS CODE 930504 & CLASS CODE 930505

EEO CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE				AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
LABORER	4	0	0	0	15.20%	7.56%	4 16%				0	0	0
MAINTENANCE CREW LEADER	9	0	0	0	0.00%	0 00%	23 53%	NO	NO	YES	0	0	2
MOTOR POOL SUPV	1	0	0	0	0.00%	0 00%	0 00%				0	0	0
SERVICE/COMBINATION A	13	2	0	1	0.00%	0.00%	23 53%	NO	NO	YES	0	0	2
SERVICE/COMBINATION B	10	1	0	0	0.00%	0 00%	23 53%	NO	NO	YES	0	0	2
TOTAL CATEGORY H	**37**	**3**	**0**	**1**									
TOTALS AGENCY WIDE	**1841**	**323**	**61**	**14**									

BILLINGS DISTRICT

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

BILLINGS DISTRICT

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32.95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	1	0	0	48.93%	0.59%	0.00%				0	0	0
CIVIL ENG SPEC	3	0	0	0	2.55%	0.22%	0.89%				0	0	0
ENGINEERING MGR	3	0	0	0	2.55%	0.22%	0.89%				0	0	0
ENGINEERING PROJ MGR	8	0	0	0	32.95%	2.38%	1.60%	YES	YES	YES	3	1	1
BUREAU CHIEF	2	0	0	0	3.50%	2 66%	1.12%				0	0	0
HUMAN RESOURCE SPEC SPEC	1	1	0	0	53.89%	7.27%	1 24%				0	0	0
TRAFFIC ENG	0	0	0	0	2.73%	0.23%	0 00%				0	0	0
TOTAL CATEGORY B	**18**	**2**	**0**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	1	1	0	0	54.66%	2.34%	1.65%				0	0	0
ADMIN SUPPORT *	2	2	0	0	65.30%	3.51%	0.60%				0	0	0
CONTRACT SPEC	1	0	0	0	38 58%	4.14%	3.13%				0	0	0
DESIGN SUPV	1	0	0	0	14.10%	3.74%	0 00%				0	0	0
DESIGN TECH	1	1	0	0	14.10%	3.74%	0 00%				0	0	0
DESIGNER	3	1	0	0	14.10%	3.74%	0 00%				0	0	0
ELECTRONIC EQUIP TECH	2	0	0	0	16.64%	0 92%	3.04%				0	0	0
ENGNRNG OFFICERS	1	0	0	0	2.73%	0 23%	0.00%				0	0	0
ENGNRNG TECH	27	0	1	0	34.63%	3 04%	0.68%	YES	NO	YES	9	0	1
ENGNRNG AIDE	16	4	1	0	34.63%	3.04%	0 68%	YES	NO	YES	2	0	1
MATL'S LAB AIDE	3	1	0	0	0 00%	0.00%	0 00%				0	0	0
MAT'LS LAB SPEC	3	0	0	0	34.63%	3.04%	0 68%				0	0	0
MAT'LS LAB TECH	1	1	0	0	34 63%	3.04%	0 68%				0	0	0
PAY BENEFIT TECHN.	3	3	0	0	90.73%	0 97%	0 00%				0	0	0
PURCH/SUPPLY AST	1	1	0	0	39 83%	0 00%	0 42%				0	0	0
LAND SURVEYOR	3	0	0	0	26.25%	0.00%	0 00%				0	0	0
RIGHT/WAY AGENT	4	3	0	0	39 83%	0 00%	0 42%				0	0	0
RIGHT/WAY SUPV	1	0	0	0	39 83%	0 00%	0 42%				0	0	0
UTILITY AGENT	1	0	0	0	34.63%	3 04%	0 68%				0	0	0
TOTAL CATEGORY C	**75**	**18**	**2**	**0**									

NOTE: * INCLUDES CLASS CODES 249503 & 249504

BILLINGS DISTRICT (CONT.)
JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
MCS ENFORCE OFFICER	0	0	0	0	44.93%	2.90%	0 00%				0	0	0
TOTAL CATEGORY D	**0**	**0**	**0**	**0**									

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	1	1	0	0	91.37%	2.89%	1 55%				0	0	0
ADMIN SUPPORT *	1	1	0	1	98.70%	5 16%	1.56%				0	0	0
STOCKPERSON	2	0	0	0	36.57%	2.75%	3.04%				0	0	0
TOTAL CATEGORY F	**4**	**2**	**0**	**1**									

*INCLUDES CLASS CODES 249502
NOTE INCLUDES ONE OTHER MINORITY FEMALE

EEO CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
MAINTENANCE BUREAU CHIEF	2	0	0	0	1.50%	2.66%	1.12%				0	0	0
DIV MAINTENANCE SUPV	4	0	0	0	0.00%	0.00%	23 53%				0	0	0
FIELD MAINT SUPV A	13	0	2	0	0.00%	0.00%	23.53%	NO	NO	YES	0	0	3
FIELD MAINT SUPV B	6	0	0	0	0 00%	0.00%	23.53%	NO	NO	YES	0	0	1
MACHINIST/MECHANIC	7	0	0	0	1.49%	2 41%	1.49%	YES	YES	YES	1	1	1
MAINTENANCE CARPENTER	2	0	0	0	2.51%	7 23%	1 76%				0	0	0
MAINTENANCE TECH I	14	0	1	0	7.34%	2.97%	1.51%	YES	NO	YES	1	0	1
MAINTENANCE TECH II	29	0	3	0	7 34%	2.97%	1 51%	YES	NO	YES	2	0	1
MAINTENANCE TECH III	22	0	0	0	4.19%	3 09%	0 00%	YES	YES	NO	1	1	0
PAINTER	0	0	0	0	17 98%	8.24%	0 60%				0	0	0
STRIPING FORMAN	0	0	0	0	0.00%	0.00%	23 53%				0	0	0
STRIPING MACHINE OPR/DRVR	1	0	0	0	0 38%	4 18%	4.56%				0	0	0
UTILITY WORKER	0	0	0	0	15 20%	7 56%	4.16%				0	0	0
WORKING SHOP FOREMAN	2	0	0	0	3 50%	2 66%	1 12%				0	0	0
TOTAL CATEGORY G	**102**	**0**	**6**	**0**									

EEO CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
MAINTENANCE CREW LEADER	2	0	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE/COMBINATION A	1	0	0	1	0.00%	0.00%	23.53%				0	0	0
SERVICE/COMBINATION B	2	0	0	0	0.00%	0.00%	23.53%				0	0	0
TOTAL CATEGORY H	**5**	**0**	**0**	**1**									
TOTALS BILLINGS DISTRICT	**205**	**22**	**8**	**2**									

BUTTE DISTRICT

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

BUTTE DISTRICT

JANUARY 1, 2001 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	2	0	0	0	32.95%	2.38%	1.60%				0	0	0
TOTAL CATEGORY A	**2**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	1	0	0	48.93%	0.59%	0.00%				0	0	0
BUREAU CHIEF	2	0	0	0	3.50%	2.66%	1.12%				0	0	0
CIVIL ENG	0	0	0	0	0.00%	0.00%	0.00%				0	0	0
CIVIL ENG SPEC	15	0	0	0	2.55%	0.22%	0.89%	YES	YES	YES	1	1	1
ENGINEERING MGR	2	0	0	0	2.55%	0.22%	0.89%				0	0	0
ENGINEERING PROJ MGR	11	0	0	0	32.95%	2.38%	1.60%	YES	YES	YES	4	1	1
HUMAN RESOURCE SPEC	1	1	0	0	53.89%	7.27%	1.24%				0	0	0
TRAFFIC ENG	0	0	0	0	2.73%	0.23%	0.00%				0	0	0
TOTAL CATEGORY B	**32**	**2**	**0**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	AVAILABLE WORKFORCE - 1990 CENSUS DATA FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	2	2	0	0	91.37%	2.89%	1.55%				0	0	0
ADMIN SUPPORT *	7	3	0	0	65.30%	3.51%	0.60%	YES	YES	YES	2	1	1
DESIGN PLAN TECH	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
DESIGN SUPV	1	0	0	0	14.10%	3.74%	0.00%				0	0	0
DESIGNER	4	0	0	0	14.10%	3.74%	0.00%				0	0	0
ELECTRONIC EQUIP TECH	1	0	0	0	16.64%	0.92%	3.04%				0	0	0
ENGR AIDE	21	7	0	0	34.63%	3.04%	0.68%	YES	YES	YES	0	1	1
ENGNRNG OFFICERS	2	1	0	0	2.73%	0.23%	0.00%				0	0	0
ENGNRNG PROJ COORD	0	0	0	0	34.63%	3.04%	0.68%				0	0	0
ENGNRING TECH	33	3	0	0	34.63%	3.04%	0.68%	YES	YES	YES	8	1	1
MATL'S LAB AIDE	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
MAT'LS LAB SPEC	3	0	0	0	34.63%	3.04%	0.68%				0	0	0
MAT'LS LAB TECH	5	0	0	0	34.63%	3.04%	0.68%	YES	YES	YES	2	1	1
PAY BENEFIT TECHN.	3	2	0	0	90.73%	0.97%	0.00%				0	0	0
RIGHT/WAY AGENT	2	1	0	0	39.83%	0.00%	0.42%				0	0	0

CATEGORY C CONTINUED ON NEXT PAGE

CATEGORY C CONTINUED

RIGHT/WAY SUPV	1	0	0	0	39 83%	0 00%	0 42%				0	0	0
UTILITY AGENT	2	0	0	0	0 00%	0 00%	0 00%				0	0	0
TOTAL CATEGORY C	**89**	**19**	**0**	**0**									

NOTE: *INCLUDES CLASS CODE 249503 & 249504

BUTTE DISTRICT (cont.)

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE				AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MCS ENFORCE OFFCR	0	0	0	0	44 93%	2 90%	0 00%				0	0	0
TOTAL CATEGORY D	**0**	**0**	**0**	**0**									

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE					AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	1	1	0	1	98.70%	5 16%	1 56%				0	0	0
STOCKPERSON	2	0	0	0	36 57%	2.75%	3.04%				0	0	0
TOTAL CATEGORY F	**3**	**1**	**0**	**1**									

*INCLUDES CLASS CODES 249502
NOTE: INCLUDES 1 FEMALE OTHER MINORITY

EEO CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE					AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MAINTENANCE BUREAU CHIEF	2	0	0	0	3 50%	2 66%	1 12%				0	0	0
DIV. MAINTENANCE SUPT.	4	0	0	0	0 00%	0 00%	23 53%				0	0	0
FIELD MAINT SUPV A	17	0	0	0	0 00%	0 00%	23 53%	NO	NO	YES	0	0	4
FIELD MAINT SUPV B	8	0	1	0	0 00%	0 00%	23 53%	NO	NO	YES	0	0	2
MACHINIST/MECHANIC	11	0	0	1	1 49%	2 41%	1 49%	YES	YES	NO	1	1	0
MAINTENANCE CARPENTER	2	0	0	0	2 51%	7 23%	1 76%				0	0	0
MAINTENANCE TECH I	38	3	0	0	7 34%	2 97%	1 51%	NO	YES	YES	0	1	1
MAINTENANCE TECH II	23	1	1	0	7 34%	2 97%	1 51%	YES	NO	YES	1	0	1

CATEGORY G CONTINUED ON NEXT PAGE

CATEGORY G CONTINUED													
MAINTENANCE TECH III	33	1	0	0	4 19%	3 09%	0 00%	YES	YES	NO	0	1	0
PAINTER	0	0	0	0	17.98%	8 24%	0 60%				0	0	0
PAINTER FOREMAN	1	0	0	0	17.98%	8.24%	0.60%				0	0	0
STRIPING FOREMAN	2	0	1	0	0.00%	0.00%	0.00%				0	0	0
STRIPING MACHINE OPR/DRVR	5	0	1	0	0 38%	4.18%	4.56%	YES	NO	YES	1	0	1
WORKING SHOP FOREMAN	2	0	0	0	3 50%	2.66%	1.12%				0	0	0
TOTAL CATEGORY G	**148**	**5**	**4**	**1**									
EEO CATEGORY: H													
SERVICE/MAINTENANCE													
OCCUPATIONAL/ CLASS TITLE					AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
LABORER	2	0	0	0	15.20%	7 56%	4.16%				0	0	0
MAINTENANCE CREW LEADER	4	0	0	0	0.00%	0 00%	23.53%				0	0	0
SERVICE/COMBINATION A	2	0	0	0	0.00%	0.00%	23 53%				0	0	0
SERVICE/COMBINATION B	2	0	0	0	0.00%	0.00%	23 53%				0	0	0
TOTAL CATEGORY H	**10**	**0**	**0**	**0**									
TOTALS BUTTE DISTRICT	**284**	**27**	**4**	**2**									

GLENDIVE DISTRICT

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

GLENDIVE DISTRICT

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32.95%	2.38%	1.60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	1	0	0	48.93%	0.59%	0.00%				0	0	0
CIVIL ENG SPEC	6	0	0	0	2.55%	0.22%	0.89%	YES	YES	YES	1	1	1
ENGINEERING MGR	2	0	0	0	2.55%	0.22%	0.89%				0	0	0
ENGINEERING PROJ MGR	10	0	1	0	32.95%	2.38%	1.60%	YES	NO	YES	3	0	1
MAINT BUR CHF	3	0	0	0	3.50%	2.66%	1.12%				0	0	0
HUMAN RESOURCE SPEC	1	1	0	0	53.89%	7.27%	1.24%				0	0	0
TRAFFIC ENG	0	0	0	0	2.73%	0.23%	0.00%				0	0	0
TOTAL CATEGORY B	**23**	**2**	**1**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	1	1	0	0	54.66%	2.34%	1.65%				0	0	0
ADMIN SUPPORT *	3	2	1	0	65.30%	3.51%	0.60%				0	0	0
DESIGN PLAN TECH	1	0	0	0	14.10%	3.74%	0.00%				0	0	0
DESIGN SUPV	1	0	0	0	14.10%	3.74%	0.00%				0	0	0
DESIGNER	2	0	0	0	14.10%	3.74%	0.00%				0	0	0
ELECTRONIC EQUIP SPEC	1	0	0	0	16.64%	0.92%	3.04%				0	0	0
ENGR AIDE	20	3	4	0	34.63%	3.04%	0.68%	YES	NO	YES	4	0	1
ENGNRNG OFFICERS	2	1	0	0	2.73%	0.23%	0.00%				0	0	0
ENGNRNG TECH	26	0	3	1	34.63%	3.04%	0.68%	YES	NO	NO	9	0	0
LAND SURVEYOR	1	0	0	0	26.25%	0.00%	0.00%				0	0	0
MATL'S LAB AIDE	3	1	0	0	0.00%	0.00%	0.00%				0	0	0
MAT'LS LAB SPEC	4	0	0	0	34.63%	3.04%	0.68%				0	0	0
MAT'LS LAB TECH	3	0	0	0	34.63%	3.04%	0.68%				0	0	0
PAY BENEFIT TECHN.	3	3	0	0	90.73%	0.97%	0.00%				0	0	0
PURCH/SUPPLY TECH	1	1	0	0	39.83%	0.00%	0.42%				0	0	0
RIGHT/WAY AGENT	2	1	0	0	39.83%	0.00%	0.42%				0	0	0
RIGHT/WAY SUPV	1	1	0	0	39.83%	0.00%	0.42%				0	0	0
UTILITY AGENT	1	0	0	0	34.63%	3.04%	0.68%				0	0	0
TOTAL CATEGORY C	**76**	**14**	**8**	**1**									

NOTE: INCLUDES 1 FEMALE NATIVE AMERICAN

*INCLUDES CLASS CODES 249503 THROUGH 249504

GLENDIVE DISTRICT (cont.)

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	3	3	0	0	98.70%	5.16%	1.56%				0	0	0
STOCKPERSON	3	1	0	0	36.57%	2.75%	3.04%				0	0	0
TOTAL CATEGORY F	**6**	**4**	**0**	**0**									

*INCLUDES CLASS CODES 249502

EEO CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
MAINTENANCE BUREAU CHIEF	3	0	0	0	1.50%	2.66%	1.12%				0	0	0
DIV MAINTENANCE SUPV	6	0	0	0	0.00%	0.00%	23.53%	NO	NO	YES	0	0	1
FIELD MAINT SUPV A	13	0	0	0	0.00%	0.00%	23.53%	NO	NO	YES	0	0	3
FIELD MAINT SUPV B	7	0	1	0	0.00%	0.00%	23.53%	NO	NO	YES	0	0	2
MACHINIST/MECHANIC	9	0	1	0	1.49%	2.41%	1.49%	YES	NO	YES	1	0	1
MAINTENANCE CARPENTER	2	0	0	0	2.51%	7.23%	1.76%				0	0	0
MAINTENANCE TECH I	15	0	0	0	7.34%	2.97%	1.51%	YES	YES	YES	1	1	1
MAINTENANCE TECH II	30	1	1	0	7.34%	2.97%	1.51%	YES	NO	YES	1	0	1
MAINTENANCE TECH III	20	0	1	0	4.19%	3.09%	0.00%	YES	NO	NO	1	0	0
STRIPING FOREMAN	2	0	0	0	0.00%	0.00%	23.53%				0	0	0
STRIPING MACHINE OPR/DRVR	2	0	0	0	0.38%	4.18%	4.56%				0	0	0
WORKING SHOP FOREMAN	3	0	0	0	3.50%	2.66%	1.12%				0	0	0
TOTAL CATEGORY G	**112**	**1**	**4**	**0**									

EEO CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
LABORER	2	0	0	0	15.20%	7.56%	4.16%				0	0	0
MAINTENANCE CREW LEADER	2	0	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE/COMBINATION A	0	0	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE/COMBINATION B	2	0	0	0	0.00%	0.00%	23.53%				0	0	0
TOTAL CATEGORY H	**6**	**0**	**0**	**0**									

TOTALS GLENDIVE DISTRICT	**224**	**21**	**13**	**1**

GREAT FALLS DISTRICT

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

GREAT FALLS DISTRICT

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32 95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	0	0	0	48 93%	0 59%	0 00%				0	0	0
CIVIL ENG SPEC	8	2	0	0	2 55%	0 22%	0 89%	NO	YES	YES	0	1	1
ENGINEERING MGR	3	0	0	0	2 55%	0 22%	0 89%				0	0	0
ENGINEERING PROJ MGR	7	0	0	0	32 95%	2 38%	1 60%	YES	YES	YES	2	1	1
BUREAU CHIEF	2	0	0	0	3 50%	2 66%	1 12%				0	0	0
HUMAN RESOURCE SPEC	1	1	0	0	53 89%	7 27%	1 24%				0	0	0
TRAFFIC ENG	0	0	0	0	2 73%	0 23%	0 00%				0	0	0
TOTAL CATEGORY B	**22**	**0 3**	**0 0**	**0 0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	2	2	0	0	54 66%	2 34%	1 65%				0	0	0
ADMIN SUPPORT *	1	1	0	0	65 30%	3 51%	0 60%				0	0	0
DESIGN PLAN TECH	0	0	0	0	14 10%	3 74%	0 00%				0	0	0
DESIGN SUPV	1	0	1	0	14 10%	3 74%	0 00%				0	0	0
DESIGNER	3	3	0	0	14 10%	3 74%	0 00%				0	0	0
ELECTRONIC EQUIP SPEC	1	0	0	0	16 64%	0 92%	3 04%				0	0	0
ENGR AIDE	7	3	0	0	34 63%	3 04%	0 68%	NO	YES	YES	0	1	1
ENGINEERING MGR	3	0	0	0	2 55%	0 22%	0.89%				0	0	0
ENGNRNG OFFICERS	2	1	0	0	2 73%	0 23%	0 00%				0	0	0
ENGNRNG TECH	28	3	2	0	34 63%	3 04%	0 68%	YES	NO	YES	7	0	1
INFO SYSTEMS TECH	1	1	0	0	0 00%	0 00%	0 00%				0	0	0
LAND SURVEYOR	0	0	0	0	26 25%	0 00%	0 00%				0	0	0
MAT'LS LAB AIDE	3	1	0	0	34 63%	3 04%	0 68%				0	0	0
MAT'LS LAB SPEC	3	0	0	0	34 63%	3 04%	0 68%				0	0	0
MAT'LS LAB TECH	3	0	0	0	34 63%	3 04%	0 68%				0	0	0
PAY BENEFIT TECHN	1	1	0	0	90 73%	0 97%	0 00%				0	0	0
PRCH SUPPLY TECH	1	1	0	0	0 00%	0.00%	0 00%				0	0	0
RIGHT WAY AGENT	2	1	0	0	39 83%	0 00%	0 42%				0	0	0
RIGHT/WAY SUPV	1	0	0	0	39 83%	0.00%	0 42%				0	0	0
UTILITY AGENT	1	1	0	0	34 63%	3 04%	0 68%				0	0	0
TOTAL CATEGORY C	**64**	**19**	**3**	**0**									

NOTE: INCLUDES 1 FEMALE NATIVE AMERICAN
*INCLUDES CLASS CODES 249504

GREAT FALLS DISTRICT (cont.)
JANUARY 1, 2001 WORKFORCE ANALYSIS

EEO 4 CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	1	1	0	0	98.70%	5.16%	1.56%				0	0	0
STOCKPERSON	1	1	0	0	36.57%	2.75%	3.04%				0	0	0
TOTAL CATEGORY F	**2**	**2**	**0**	**0**									

*INCLUDES CLASS CODES 249105 THROUGH 249108

EEO CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MAINT BUREAU CHIEF	2	0	0	0	1.50%	2.66%	1.12%				0	0	0
DIV MAINTENANCE SUPV	4	0	0	0	0.00%	0.00%	23.53%				0	0	0
FIELD MAINT SUPV A	20	1	3	1	0.00%	0.00%	23.53%	NO	NO	YES	0	0	4
FIELD MAINT SUPV B	4	0	0	0	0.00%	0.00%	23.53%				0	0	0
MACHINIST MECHANIC	12	0	0	0	1.49%	2.41%	1.49%	YES	YES	YES	1	1	1
MAINTENANCE TECH I	42	2	4	1	7.34%	2.97%	1.51%	YES	NO	NO	1	0	0
MAINTENANCE TECH II	15	0	1	0	7.34%	2.97%	1.51%	YES	NO	YES	1	0	1
MAINTENANCE TECH III	23	2	3	0	4.19%	3.09%	0.00%	NO	NO	NO	0	0	0
STRIPING FOREMAN	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
STRIPING MACHINE OPR/DRVR	1	0	0	0	0.38%	4.18%	4.56%				0	0	0
UTILITY WORKER	1	0	0	0	15.20%	7.56%	4.16%				0	0	0
WORKING SHOP FOREMAN	2	0	1	0	3.50%	2.66%	1.12%				0	0	0
TOTAL CATEGORY G	**127**	**5**	**12**	**2**									

NOTE: INCLUDES TWO FEMALE NATIVE AMERICAN

EEO 4 CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MAINT CREW LEADER	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
SERVICE COMBINATION A	1	1	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE COMBINATION B	1	0	0	0	0.00%	0.00%	23.53%				0	0	0
TOTAL CATEGORY H	**3**	**1**	**0**	**0**									

OTALS GREAT FALLS DISTRICT	**219**	**30**	**15**	**2**									

MISSOULA DISTRICT

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

MISSOULA DISTRICT

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32 95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	1	0	0	43 02%	9 20%	0 96%				0	0	0
CIVIL ENG SPEC	8	0	0	0	2 55%	0 22%	0 89%	YES	YES	YES	1	1	1
ENGINEERING PROJ MGR	10	2	0	0	32 95%	2 38%	1 60%	YES	YES	YES	1	1	1
MAINT BUR CHF	2	0	0	0	3 50%	2 66%	1 12%				0	0	0
HUMAN RESOURCE SPEC	1	1	1	0	53 89%	7 27%	1 24%				0	0	0
TOTAL CATEGORY B	**22**	**4**	**1**	**0**									

NOTE: INCLUDES 1 FEMALE NATIVE AMERICAN

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	3	3	0	0	65 30%	3 51%	0 60%				0	0	0
DESIGN PLAN TECH	1	1	0	0	0 00%	0 00%	0 00%				0	0	0
DESIGN SUPV	1	0	0	0	14 10%	3 74%	0 00%				0	0	0
DESIGNER	3	2	0	0	14 10%	3 74%	0 00%				0	0	0
ELECTRONIC EQUIP SPEC	2	0	0	0	16 64%	0 92%	3 04%				0	0	0
ENGR AIDE	14	6	0	0	34 63%	3 04%	0 68%	NO	YES	YES	0	1	1
ENGINEERING MGR	3	0	0	0	2 55%	0 22%	0 89%				0	0	0
ENGNRNG OFFICERS	4	2	0	0	2 73%	0 23%	0 00%				0	0	0
ENGNRNG TECH	32	2	0	0	34 63%	3 04%	0 68%	YES	YES	YES	9	1	1
MAT'LS LAB AIDE	1	0	0	0	34 63%	3 04%	0 68%				0	0	0
MAT'LS LAB SPEC	3	0	0	0	34 63%	3 04%	0 68%				0	0	0
MAT'LS LAB TECH	4	1	0	0	34 63%	3 04%	0 68%				0	0	0
PAY BENEFIT TECHN.	3	3	1	0	90 73%	0 97%	0 00%				0	0	0
LAND SURVEYOR	3	0	0	0	0 00%	0 00%	0 00%				0	0	0
RIGHT/WAY AGENT	8	4	1	0	39 83%	0 00%	0 42%	NO	NO	YES	0	0	1
RIGHT/WAY SUPV	1	1	0	0	39 83%	0 00%	0 42%				0	0	0
UTILITY AGENT	2	2	0	0	34 63%	3 04%	0 68%				0	0	0
UTILITY TECH	0	0	0	0	34 63%	3 04%	0 68%				0	0	0
TOTAL CATEGORY C	**88**	**27**	**2**	**0**									

NOTE: *INCLUDES CLASS CODES 249503 THROUGH 249504

NOTE: INCLUDES 1 FEMALE NATIVE AMERICAN

MISSOULA DISTRICT (cont)

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO. NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MCS ENFORCE OFFCR	0	0	0	0	44 93%	2 90%	0 00%				0	0	0
TOTAL CATEGORY D	**0**	**0**	**0**	**0**									

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	1	0	0	0	91 37%	2 89%	1 55%				0	0	0
ADMIN SUPPORT *	1	0	0	0	98 70%	5 16%	1 56%				0	0	0
STOCKPERSON	2	1	0	0	36 57%	2 75%	3 04%				0	0	0
TOTAL CATEGORY F	**4**	**1**	**0**	**0**									

*INCLUDES CLASS CODES 249105 THROUGH 249108
NOTE INCLUDES 1 FEMALE NATIVE AMERICAN

EEO CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
BUREAU CHIEF	2	0	0	0	1 50%	2 66%	1 12%				0	0	0
FIELD MAINT SUPV A	29	1	2	0	0 00%	0 00%	23 53%	NO	NO	YES	0	0	7
FIELD MAINT SUPV B	2	0	0	0	0 00%	0 00%	23 53%				0	0	0
MACHINIST MECHANIC	14	0	1	1	1 49%	2 41%	1 49%	YES	NO	NO	1	0	0
MAINTENANCE CARPENTER	3	0	0	0	2 51%	7 23%	1 76%				0	0	0
MAINTENANCE TECH I	18	1	1	0	7 34%	2 97%	1 51%	YES	NO	YES	0	0	1
MAINTENANCE TECH II	28	1	1	0	7 34%	2 97%	1 51%	YES	NO	YES	1	0	1
MAINTENANCE TECH III	31	0	2	0	4 19%	3 09%	0 00%	YES	NO	NO	1	0	0
PAINT FOREMAN	1	0	0	0	0 00%	0 00%	23 53%				0	0	0
STRIPING MACHINE OPR/DRVR	2	0	1	0	0 38%	4 18%	4 56%				0	0	0
WORKING SHOP FOREMAN	2	0	0	0	3 50%	2 66%	1 12%				0	0	0
TOTAL CATEGORY G	**132**	**3**	**8**	**1**									

MISSOULA DISTRICT (cont)

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION				NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
DIV MAINTENANCE SUPV.	4	0	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE COMBINATION A	3	0	0	0	0.00%	0.00%	23.53%				0	0	0
SERVICE COMBINATION B	1	0	0	0	0.00%	0.00%	23.53%				0	0	0
TOTAL CATEGORY H	**8**	**0**	**0**	**0**									
TOTALS MISSOULA DISTRICT	**255**	**35**	**11**	**1**									

DIRECTORS OFFICE

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

DIRECTORS OFFICE
JANUARY 1,2001 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
DIR OF HWY	1	0	0	0	45.83%	19.44%	0.96%				0	0	0
CAREER EXEC ASSIGN	2	0	0	0	16.48%	0.83%	2.29%				0	0	0
TOTAL CATEGORY A	**3**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	1	0	0	43.02%	9.20%	0.96%				0	0	0
ATTORNEY	6	1	0	0	16.48%	0.83%	2.29%	NO	YES	YES	0	1	1
AUDITOR	9	4	0	0	54.66%	2.34%	1.65%	YES	YES	YES	1	1	1
AUDIT MGR	1	0	0	0	54.66%	2.34%	1.65%				0	0	0
CAREER EXEC ASSIGN	2	1	0	0	16.48%	0.83%	2.29%				0	0	0
CIVIL ENG SPEC	7	2	0	0	2.55%	0.22%	0.89%	NO	YES	YES	0	1	1
COMPLIANCE SPEC	2	0	0	0	22.89%	3.78%	0.00%				0	0	0
ENGINEERING MGR	2	0	0	0	2.55%	0.22%	0.89%				0	0	0
ENV IMPACT SPEC	7	1	0	0	28.10%	0.00%	1.87%	YES	NO	YES	1	0	1
ENV PROGRAM MGR	2	0	0	0	32.95%	2.38%	1.60%				0	0	0
INFORMATION SPEC	3	2	0	0	25.42%	1.17%	0.00%				0	0	0
HUMAN RESOURCE MGR	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
HUMAN RESOURCE SPEC	5	5	0	0	53.89%	7.27%	1.24%	NO	YES	YES	0	1	1
PROGRAM SPEC	5	2	0	0	81.51%	4.05%	2.11%	YES	YES	YES	2	1	1
PUBLIC INFO OFF	2	1	0	0	0.00%	0.00%	0.00%				0	0	0
RECLAMATION SPEC	1	0	0	0	28.10%	0.00%	1.87%				0	0	0
REGULATORY PGM MGR	1	1	0	0	41.33%	11.56%	0.00%				0	0	0
SOL/HAZ WST SPEC	4	2	0	0	28.10%	0.00%	1.87%				0	0	0
TRAINING/DEV OFF	1	1	0	0	53.89%	7.27%	1.24%				0	0	0
TRAINING & DEV SPEC	3	3	0	0	53.89%	7.27%	1.24%				0	0	0
TOTAL CATEGORY B	**65**	**28**	**0**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT	4	4	1	0	95.04%	6.55%	2.38%				0	0	0
HUMAN RESOURCE TECH	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
TOTAL CATEGORY C	**5**	**5**	**1**	**0**									

TOTALS DIRECTORS OFFICE DIVISION	**73**	**33**	**1**	**0**

ADMINISTRATION DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

ADMINISTRATION DIVISION
JANUARY 1,2001 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	3	0	0	0	32 95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**3**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTANT	13	7	0	0	54 66%	2 34%	1.65%	YES	YES	YES	0	1	1
ACCOUNTING/FS MGR	1	0	0	0	54 66%	2 34%	1 65%				0	0	0
APP SYS PROG	15	7	0	0	35 31%	4 14%	1 85%	NO	YES	YES	0	1	1
ARCHIVIST	2	2	0	0	43 02%	9.20%	0 96%				0	0	0
BUDGET ANALYST	5	0	0	0	52 14%	1 60%	0 53%	YES	YES	YES	3	1	1
COMPLIANCE SPEC	1	1	0	0	22 89%	3 78%	0 00%				0	0	0
COMPLIANCE TECH	1	0	0	0	0.00%	0 00%	0 00%				0	0	0
IT MANAGER	4	1	0	0	31 34%	5 70%	1.71%				0	0	0
INFO SYS SUPPORT SPEC	18	7	0	0	35 31%	4 14%	1.85%	NO	YES	YES	0	1	1
PROGRAM SPEC	2	2	0	0	81 51%	4 05%	2 11%				0	0	0
PURCH/SUPPLY SRVCS MGR	1	1	0	0	30 21%	1 56%	0 00%				0	0	0
TOTAL CATEGORY B	**63**	**28**	**0**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH *	6	5	0	0	91 37%	2 89%	1.55%	YES	YES	YES	0	1	1
ADMIN SUPPORT	2	2	0	0	95 04%	6 55%	2.38%				0	0	0
COLLECTION TECH	1	0	0	0	54 66%	2 34%	1.65%				0	0	0
COMP OPERATOR	1	1	0	0	0 00%	0.00%	0.00%				0	0	0
INFO SYS TECH	3	1	0	0	39 27%	2 58%	1.99%				0	0	0
PAY BENEFIT TECHN	2	2	0	0	90 73%	0 97%	0.00%				0	0	0
PURCH SUPP SPEC	3	1	0	0	0 00%	0 00%	0.00%				0	0	0
TOTAL CATEGORY C	**18**	**12**	**0**	**0**									

NOTE *INCLUDES CLASS CODES 160503 & 160504 **INCLUDES CLASS CODE160013 ***INCLUDES CLASS CODE160502

ADMINISTRATION DIVISION (cont.)
JANUARY 1,2002 WORKFORCE ANALYSIS

EEO CATEGORY F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA				UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH	12	11	0	0	91 37%	2 89%	1.55%						
ADMIN SUPPORT *	2	2	0	0	98 70%	5 16%	1 56%				0	0	0
MAIL CLERK	2	1	0	0	71 90%	1 81%	4 83%				0	0	0
TOTAL CATEGORY F	**4**	**3**	**0**										
TOTALS ADMINISTRATION DIVISION	**88**	**43**	**0**	**0**									

*INCLUDES CLASS CODES 249502

AERONAUTICS DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

AERONAUTICS DIVISION
JANUARY 1,2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	1	0	0	32 95%	2 38%	1.60%				0	0	0
TOTAL CATEGORY A	**1**	**1**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
AIR COORDINATOR	1	0	0	0	38 58%	4.14%	3.13%				0	0	0
PROGRAM SPEC *	3	2	0	0	81.51%	4 05%	2.11%				0	0	0
TOTAL CATEGORY B	**4**	**2**	**0**	**0**									

NOTE *INCLUDES CLASS CODES 187514 THROUGH 187516

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
LIC/CERT/PERMIT TECH	1	1	1	0	86 72%	0.00%	0 00%				0	0	0
TOTAL CATEGORY C	**1**	**1**	**1**	**0**									

EEO 4 CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
AIRPLANE MECHANIC	1	0	0	0	4.42%	1.77%	0.00%				0	0	0
TOTAL CATEGORY G	**1**	**0**	**0**	**0**									

TOTALS AERONAUTICS DIVISION	7	4	1

ENGINEERING DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

ENGINEERING DIVISION
JANUARY 1,2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	3	0	0	0	32 95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**3**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN OFFICER	1	0	0	0	43 02%	9 20%	0 96%				0	0	0
AIRCRAFT PILOT	1	0	0	0	3 16%	5 60%	0 00%				0	0	0
BUREAU CHIEF	1	0	0	0	1 50%	2 66%	1 12%				0	0	0
CDD SYS MNGR	1	0	0	0	2 73%	23 00%	0 00%				0	0	0
CHEMIST	2	1	0	0	18 40%	4 72%	2 83%				0	0	0
CIVIL ENG SPEC	61	10	0	0	2 55%	0 22%	0 89%	NO	YES	YES	0	1	1
COMPLIANCE SPEC	1	1	0	0	22 89%	3 78%	0 00%				0	0	0
ENGINEERING MGR	35	1	0	1	2 55%	0 22%	0 89%	NO	YES	NO	0	1	0
ENG PROJECT MGR	4	0	0	0	32 95%	2 38%	1 60%				0	0	0
FISCAL OFFICER	2	1	0	0	54 66%	2 34%	1 65%				0	0	0
INFO SYS SUPPORT SPEC	4	1	0	0	35 31%	4 14%	1 85%				0	0	0
PHOTOGRAPHER	1	0	0	0	40 71%	5 19%	7 65%				0	0	0
PROGRAM SPEC	2	1	0	0	81 51%	4 05%	2 11%				0	0	0
RESEARCH SPEC	2	1	0	0	37 10%	1 08%	0 00%				0	0	0
RESEARCH TECH	1	1	0	0	37 10%	1 08%	0 00%				0	0	0
RIGHTWAY MGR	2	1	0	0	39 83%	0 00%	0 42%				0	0	0
ROAD PLANS CHECKER	2	0	0	0	44 36%	10 15%	4 14%				0	0	0
STRUCTURAL ENGR SPEC	12	2	1	0	2 73%	0 23%	0 23%	NO	NO	YES	0	0	1
TRAINING & DEV SPEC	1	1	0	0	53 89%	7 27%	1 24%				0	0	0
TOTAL CATEGORY B	**136**	**22**	**1**	**1**									

NOTE INCLUDES 1 FEMALE NATIVE AMERICAN

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	11	11	0	0	95 04%	6 55%	2 38%	NO	YES	YES	0	1	1
CONTRACT SPEC	4	0	0	0	39 58%	4 14%	3 13%				0	0	0
DESIGN PLAN TECH	5	1	0	0	14 10%	3 74%	0 00%	NO	YES	NO	0	1	0
DESIGNER	42	6	0	0	14 10%	3 74%	0 00%	NO	YES	NO	0	2	0

CATEGORY C CONTINUED ON NEXT PAGE

ENGINEERING DIVISION (cont.)
JANUARY 1,2002 WORKFORCE ANALYSIS

DESIGN SUPV	9	1	0	0	14 10%	3 74%	0.00%	YES	YES	NO	0	1	0
ELECTRONIC EQUIP SPEC	1	0	0	0	16 64%	0 92%	3 04%				0	0	0
ENGNRING OFFICERS	9	2	0	0	2 73%	0 23%	0 00%	NO	YES	YES	0	1	0
LAND SURVEYOR	5	0	0	0	26 25%	0 00%	0 00%	YES	NO	NO	1	0	0
MAT'LS LAB AIDE	2	0	0	0	34 63%	3 04%	0 68%				0	0	0
MAT'LS LAB SPEC	10	1	0	0	34 63%	3 04%	0.68%	YES	YES	YES	2	1	1
MAT'LS LAB TECH	9	0	0	0	34 63%	3 04%	0.68%	YES	YES	YES	3	1	1
PHTGRMMTRC TECH	1	0	0	0	11 64%	9 76%	2.23%				0	0	0
PHTGRAMETRIST	3	0	0	1	11 64%	9 76%	2.23%				0	0	0
PLANNING TECH	3	0	1	0	34 63%	3 04%	0.68%				0	0	0
PROJECT CTRL TECH**	1	0	0	0	14 10%	3 74%	0.00%				0	0	0
REVIEW APPRAISER	1	0	0	0	39 83%	0 00%	0.42%				0	0	0
RIGHTAWAY AGENT I - IV	10	1	0	0	39 83%	0 00%	0.42%	YES	NO	YES	3	0	1
RIGHTAWAY SUPV	3	1	0	0	39 83%	0.00%	0.42%				0	0	0
UTILITY AGENT	3	1	0	0	34 63%	3 04%	0.68%				0	0	0
TOTAL CATEGORY C	**132**	**25**	**1**	**1**									

NOTE *INCLUDES CLASS CODES 249503 & 249504 **INCLUDES CLASS CODE 005704
NOTE INCLUDES 1 NATIVE AMERICAN FEMALE

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT *	1	1	0	0	98 70%	5 16%	1 56%				0	0	0
TOTAL CATEGORY F	**1**	**1**	**0**	**0**									

*INCLUDES CLASS CODE249502

EEO 4 CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NO NEEDED FOR PARITY FEMALE	NAT AMER	MINORITY
BUREAU CHIEF	1	0	1	1	1 50%	2 66%	1 12%				0	0	0
DRILL OPERATOR	9	0	0	0	1.73%	13.01%	0 58%	YES	YES	YES	1	1	1
TOTAL CATEGORY G	**9**	**0**	**1**	**0**									
TOTALS ENGINEERING DIVISION	**281**	**48**	**3**	**2**									

MAINTENANCE DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

MAINTENANCE DIVISION
JANUARY 1, 2001 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32.95%	2.38%	1.60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SPECIALIST	1	1	0	0	43.02%	9.20%	0.96%				0	0	0
CAREER EXEC ASSIGN	1	0	0	0	32.95%	2.38%	1.60%				0	0	0
ENGINEERING MGR	2	0	0	0	2.55%	0.22%	0.89%				0	0	0
BUREAU CHIEF	2	0	0	0	3.50%	2.66%	1.12%				0	0	0
FISCAL OFFICER	1	1	0	0	54.66%	2.34%	1.65%				0	0	0
INFORMATION SPEC	1	1	0	0	25.42%	1.17%	0.00%				0	0	0
INFO SYS SUPPORT SPEC	1	0	0	0	35.31%	4.14%	1.85%				0	0	0
MANAG ANAL	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
TELE SYS SPEC	1	0	0	0	0.78%	7.75%	0.23%				0	0	0
TELE SYS SPEC SUPV	1	0	0	0	0.78%	7.75%	0.23%				0	0	0
TOTAL CATEGORY B	**12**	**3**	**0**	**0**									

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTING TECH *	2	2	0	0	91.37%	2.89%	1.55%				0	0	0
ADMIN SUPPORT ***	2	1	0	0	95.04%	6.55%	2.38%				0	0	0
ELECTRONIC EQUIP TECH	2	0	0	0	16.64%	0.92%	3.04%				0	0	0
ENGNRING OFFICERS	3	0	0	0	2.73%	0.23%	0.00%				0	0	0
PURCH/SUPPLY ASST	1	1	0	0	39.83%	0.00%	0.42%				0	0	0
TOTAL CATEGORY C	**10**	**4**	**0**	**0**									

NOTE: *INCLUDES CLASS CODES 160503
NOTE: *** INCLUDES CLASS CODE 249110

EEO CATEGORY: F
OFFICE/CLERICAL

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	UNDER REPRESENTATION MINORITY %	FEMALE	NAT AMER	NO NEEDED FOR PARITY MINORITY	FEMALE	NAT AMER	MINORITY
INFORMATION CLERK	0	0	0	0	91.37%	2.89%	1.55%				0	0	0
STOCKPERSON	1	0	0	0	36.57%	2.75%	3.04%				0	0	0
TOTAL CATEGORY F	**1**	**0**	**0**	**0**									

MAINTENANCE DIVISION (cont.)
JANUARY 1,2001 WORKFORCE ANALYSIS

EEO 4 CATEGORY: G
SKILLED CRAFT WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CENTRAL SHOP SUPV	0	0	0	0	3.50%	2 66%	1 12%				0	0	0
MACHINIST/MECHANIC	7	0	0	0	1 49%	2.41%	1.49%	YES	YES	YES	1	1	1
MAINTENANCE CARPENTER	1	0	0	0	2 51%	7 23%	1.76%				0	0	0
MAINTENANCE TECH II	0	0	0	0	7.34%	2 97%	1 51%				0	0	0
PAINTER	1	0	1	0	17.98%	8 24%	0.60%				0	0	0
PAINTER FOREMAN	2	0	0	0	17.98%	8 24%	0 60%				0	0	0
SIGN SHOP FOREMAN	1	0	0	0	19 56%	5 67%	2 20%				0	0	0
UTILITY WORKER	1	0	0	0	15 20%	7 56%	4 16%				0	0	0
WORKING SHOP FOREMAN	2	0	0	0	3 50%	2 66%	1.12%				0	0	0
TOTAL CATEGORY G	**15**	**0**	**1**	**0**									

EEO CATEGORY: H
SERVICE/MAINTENANCE

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MAINTENANCE SUPV.	1	0	0	0	0.00%	0 00%	23.53%				0	0	0
MOTOR POOL SUPV	1	0	0	0	0 00%	0 00%	0 00%				0	0	0
SERVICE/COMBINATION A	6	1	0	0	0 00%	0 00%	23 53%	NO	NO	YES	0	0	1
SERVICE/COMBINATION B	2	1	0	0	0 00%	0 00%	23 53%				0	0	0
TOTAL CATEGORY H	**10**	**2**	**0**	**0**									

TOTALS MAINTENANCE DIVISION	**49**	**9**	**1**	**0**

MOTOR CARRIER SERVICES DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

MOTOR CARRIER SERVICES DIVISION
JANUARY 1,2002 WORKFORCE ANALYSIS

EEO CATEGORY: A
ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
CAREER EXEC ASSIGN	1	0	0	0	32 95%	2 38%	1 60%				0	0	0
TOTAL CATEGORY A	**1**	**0**	**0**	**0**									

EEO CATEGORY: B
PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ACCOUNTANT	1	0	0	0	54 66%	2.34%	1 65%				0	0	0
FISCAL OFFICER	1	1	0	0	54 66%	2 34%	1.65%				0	0	0
MANAGEMENT ANALYS	1	0	0	0	0.00%	0 00%	0 00%						
REGULATORY PGM MGR**	1	1	0	0	22 88%	3 78%	0 00%				0	0	0
REGULATORY PGM MGR***	1	0	0	0	41.33%	11 56%	0.00%				0	0	0
TRAINING & DEV SPEC	2	0	0	0	53.89%	7.27%	1.24%				0	0	0
TOTAL CATEGORY B	**7**	**2**	**0**	**0**									

NOTE **INCLUDES CLASS CODE 168926 ***INCLUDES CLASS CODE 168927

EEO CATEGORY: C
TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
ADMIN SUPPORT	6	1	0	1	95 04%	6.55%	2.38%	YES	YES	NO	5	1	0
MCS SCALE INSPECTOR	1	0	0	0	22 88%	3 78%	0 00%				0	0	0
LIC/CERT/PERMIT TECH	12	10	0	0	86 72%	0 00%	0 00%	YES	NO	NO	0	0	0
PAY BENEFIT TECHN.	0	0	0	0	90.73%	0.97%	0 00%				0	0	0
STATISTICIAN	1	1	0	0	0 00%	0.00%	0 00%				0	0	0
TOTAL CATEGORY C	**20**	**12**	**0**	**1**									

EEO CATEGORY: D
PROTECTIVE SERVICE WORKERS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE			AVAILABLE WORKFORCE - 1990 CENSUS DATA			UNDER REPRESENTATION			NO NEEDED FOR PARITY		
	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	FEMALE	NAT AMER	MINORITY	FEMALE	NAT AMER	MINORITY
MCS CMPLNCE OFFCR II	76	10	3	2	44 93%	2.90%	0 00%	YES	NO	NO	24	0	0
TOTAL CATEGORY D	**76**	**10**	**3**	**2**									

TOTALS MOTOR CARRIER SERVICES DIVISION	**104**	**24**	**3**	**3**

TRANSPORTATION PLANNING DIVISION

NOTE: FEWER THAN 5 EMPLOYEES IN A CLASSIFICATION IS NOT STATISTICALLY SIGNIFICANT FOR PURPOSES OF EEO ANALYSIS

TRANSPORTATION PLANNING DIVISION

JANUARY 1, 2002 WORKFORCE ANALYSIS

EEO CATEGORY: A

ADMINISTRATORS & OFFICIALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NAT AMER	NO. NEEDED FOR PARITY FEMALE	MINORITY
CAREER EXEC ASSIGN	2	2	0	0	32.95%	2.38%	1.60%				0	0	0
TOTAL CATEGORY A	**2**	**2**	**0**	**0**									

EEO CATEGORY: B

PROFESSIONALS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NAT AMER	NO. NEEDED FOR PARITY FEMALE	MINORITY
ACCOUNTING/FS MGR	1	0	0	0	54.66%	2.34%	1.65%				0	0	0
BUREAU CHIEF	3	1	0	0	1.50%	2.66%	1.12%				0	0	0
CIVIL ENG SPEC	2	0	0	0	2.55%	0.22%	0.89%				0	0	0
FISCAL OFFICER	3	2	0	0	54.66%	2.34%	1.65%				0	0	0
INFORMATION SPEC	1	1	0	0	25.42%	1.17%	0.00%				0	0	0
INFO SYS SUPPORT SPEC	3	0	0	0	35.31%	4.14%	1.85%				0	0	0
PLANNER	17	6	0	0	55.77%	13.46%	0.00%	YES	YES	NO	2	3	0
PLANNING MGR	4	2	0	0	55.77%	13.46%	0.00%				0	0	0
PROGRAM SPEC *	4	3	0	0	81.51%	4.05%	2.11%				0	0	0
RESEARCH ANAL MGR	0	0	0	0	48.93%	0.59%	0.00%				0	0	0
TOTAL CATEGORY B	**38**	**15**	**0**	**0**									

NOTE: *INCLUDES CLASS CODES 187514 THROUGH 187517

EEO CATEGORY: C

TECHNICIANS

OCCUPATIONAL/ CLASS TITLE	MDT WORKFORCE TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL NAT AMER	AVAILABLE WORKFORCE - 1990 CENSUS DATA TOTAL MINORITY	FEMALE %	NAT AMER %	MINORITY %	UNDER REPRESENTATION FEMALE	NAT AMER	MINORITY	NAT AMER	NO. NEEDED FOR PARITY FEMALE	MINORITY
ADMIN SUPPORT	1	0	0	0	95.04%	6.55%	2.38%				0	0	0
ELECTRONIC EQUIP TECH	1	0	0	0	16.64%	0.92%	3.04%				0	0	0
ELECTRONIC EQUIP SPEC	3	0	0	0	16.64%	0.92%	3.04%				0	0	0
ENGINEERING MGR	1	0	0	0	2.55%	0.22%	0.89%				0	0	0
FISCAL TECH	1	0	0	0	0.00%	0.00%	0.00%				0	0	0
PLANNING TECH	7	3	0	0	34.63%	3.04%	0.68%	NO	YES	YES	1	0	1
PROGRAM TECH	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
STATISTICIAN	1	1	0	0	0.00%	0.00%	0.00%				0	0	0
TRAFFIC TECH	4	0	0	0	34.63%	3.04%	0.68%				0	0	0
TOTAL CATEGORY C	**20**	**5**	**0**	**0**									
TOTALS TRANSPORTATION PLANNING DIVISION	**60**	**22**	**0**	**0**									

The Montana Department of Transportation (MDT) attempts to provide accommodations for any known disability that may interfere with a person participating in any service, program or activity of the department. Alternative accessible formats of this document will be provided upon request. For further information, please contact:

Civil Rights Bureau
Department of Transportation
2701 Prospect Ave.
PO Box 201001
Helena, MT 59620-1001
(406) 444-6331 Phone
(406) 444-7685 Fax
(406) 444-7696 TTY